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## BG GEIS GOING TO PICATINNY ARSENAL, NJ

By COL James B. Godwin, CS

**STRICOM Commander, Brigadier General John P. Geis, has received orders reassigning him to Picatinny Arsenal in New Jersey. BG Geis will command the Picatinny Arsenal and the Tank-automotive and Armament Command's Armament Research, Development and Engineering Center (TACOM-ARDEC). This will be BG Geis' second tour at Picatinny, where he served as a project manager from 1992 to 1994.**

The old Chinese proverb, "May you live in interesting times," has proved a reality of enormous proportions for BG Geis as commander of STRICOM these past two years. During this time he has guided us with common sense solutions and a steady hand through many "interesting" and challenging times.

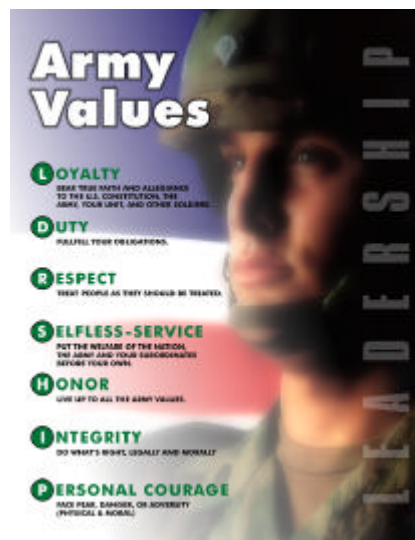
Assigned to STRICOM in November of 1996, BG Geis has done much to streamline and enhance the Command's mission. Organizationally, STRICOM has seen PM DIS evolve first into PM ADS and later into PM WARSIM. This same evolution saw the transformation of PM FAMSIM into PM C4I/SS with responsibility for integrating C4I simulation systems across the Command and externally to interface STRICOM simulations with C4I warfighting systems.

Additionally, PM CAAN moved to PM CATT, with an expanded mission of overseeing Synthetic Environment (SE) development; the "Z" Directorate became the Command Analysis and Planning Office (CAPO); the Information Management Office and Human Resources Division are now under the Chief of Staff; and the Organization as a whole, moved into PEO/PM-like Life Cycle support.

Upon his arrival, BG Geis was faced with the immediate prospect of supporting the Army Warfighting Experiment (AWE), the Army's first attempt to field and test a digitized brigade at the NTC. He established a STRICOM-forward at Fort Hood to ensure the Command stays on the forefront of this developing and ever-maturing process. CCTT, MILES 2000, MAIS, and WARSIM made significant progress on their way to production and fielding.

Throughout this period, STRICOM, along with the rest of AMC and the Army, faced budget challenges to mission accomplishment. BG Geis worked tirelessly to validate budget needs and realize savings through better stewardship of government resources.

BG Geis relinquishes command of a highly skilled, efficient, and dynamic workforce to incoming commander BG William L. Bond on 15 September 1998. As he heads north for his next assignment at Picatinny Arsenal, we extend our "Best Wishes," and hope his new challenges will perhaps prove somewhat less "interesting."





**Brigadier General John P. Geis**

## ***COMMANDER'S CALL*** ***14 AUGUST 1998***

On Friday, 14 August 1998, I will hold my final STRICOM commander's call in the Visual Arts Auditorium, UCF campus. I look forward to the opportunity to address you again before my departure in September. All employees are encouraged to attend; however, TDY, training and previously scheduled leave do not need to be cancelled. I will cover several topics during the *only* session, starting at 0800 hours. As in the past, there will be an open forum for questions and answers.

**PLEASE NOTE:** Bus transportation will not be provided for this event, and carpooling is strongly encouraged. Parking arrangements on the UCF campus are currently being negotiated – you will be notified through broadcast message when these have been finalized. A map of the UCF campus will be posted on the STRICOM web page along with directions. Please look for further announcements regarding the Commander's Call. The session will conclude at 1100 hours.

### **MESSAGE FROM THE COMMANDER**

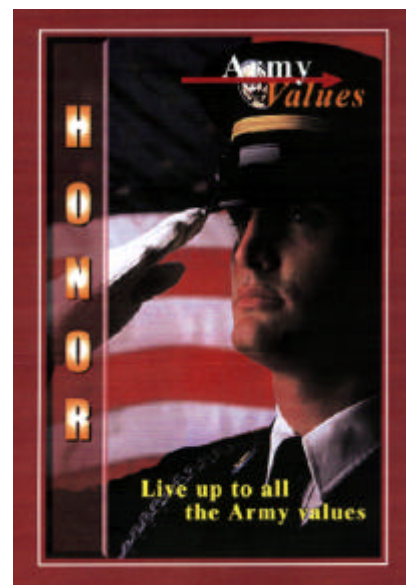
The Army has notified me that my time as STRICOM commander will come to a close in the next few months. I will be assigned to Picatinny Arsenal, NJ as the Commanding General, United States Army Armament Research, Development and Engineering Center.

I want to thank you all for the support you've given me the last couple of years. I have enjoyed enormously my association with all of the great folks here at STRICOM. We really have a great team.

BG William L. Bond will be coming in as your new commander. BG Bond is now serving as the Director of the Army Digitization Office at the Pentagon in Washington, DC. Bill and Cathy are friends of Lee's and mine, and I am confident that they will enjoy the assignment at STRICOM as much as we have. Please provide BG Bond the same loyal and dedicated support that you have given me.

We will have the Change of Command Ceremony on 15 September 1998. I hope to see you there.

**BG John P. Geis**



## DEPUTY COMMANDER RECEIVES PRESIDENTIAL AWARD



**James M. Skurka**  
**Deputy Commander**  
**STRICOM**

By Mary Trier, CSP

Mr. James M. Skurka was recently presented the Presidential Distinguished Executive Award. President Clinton approved the award based on the recommendations of an independent panel of public and private sector managers. Mr. Skurka was one of only three Army executives to receive the award. It is given in recognition of sustained extraordinary accomplishments in carrying out government-wide goals and policies. Evaluation criteria included career achievements recognized at the national level; cost reduction and avoidance; substantial improvement in customer service; and successful use of human resources, including promotion of a diverse work force.

Mr. Skurka has been a member of the Senior Executive Service since 1986. He was appointed the first senior executive at STRICOM 1993. Prior to joining STRICOM, he directed the Logistics Center at the Army's Communications-Electronics Command at Fort Monmouth, New Jersey. As STRICOM's senior civilian official, Mr. Skurka has achieved national and international recognition as an innovative leader in the development and application of simulation. He has been credited with building an organization that is now recognized worldwide as a leader in distributed simulation. He was a major force in making Orlando, Florida a world class location for simulation technology, which includes a close partnership of private industry, all the armed services, and the University of Central Florida.

*"I am honored to receive this award," Mr. Skurka said, "but this recognition goes beyond any personal achievement. It truly reflects the expertise and achievement of STRICOM employees, industry, and university partners here in Orlando. It is easy to be successful when bright, innovative, self-starters surround you." This truly makes a mark by recognizing the importance of simulation in the Defense Department, and for the contribution of the Orlando area partners in meeting Defense needs."*

Brigadier General John Geis emphasized the importance of Mr. Skurka's selection; "STRICOM plays a very important role in fielding simulation solutions to the Army. We also play a key role as a member of the simulation industry in Central Florida. Mr. Skurka's selection to receive this prestigious award says we are being recognized as world leaders in simulation. We should all be proud of this accomplishment. It reflects credit on our entire organization."

## INTRODUCING NEW STRICOM COMMANDER BG William “Bill” Bond



BG Bond comes to us from the Office of the Deputy Chief of Staff for Operations, and Plans, Army, in Washington, D.C., where he serves as Director of the Army Digitization Office. Prior to his appointment to OCSA, BG Bond served as Special Assistant to the Deputy Under Secretary of Defense (Acquisition Reform); and as Special Projects Officer to the Military Deputy to the Assistant Secretary of the Army for Research, Development and Acquisition. He also served as platoon leader and battery executive officer, ADA Battalion (HAWK), Germany; Assistant S-3 and Battery Commander, 1/65 ADA, Key West, FL; Contracting Officer, and then Deputy Chief of Staff, U.S. Army Missile Command, Redstone Arsenal, Huntsville, AL; Battalion Executive Officer, Second Infantry Division's Air Defense Battalion, 2/61 ADA, Camp Stanton; Assistant Project Manager for Production, HELLFIRE/GLD Project Office, Redstone Arsenal, AL; Commander, Air Defense Battalion, 2/61 ADA, Korea; Deputy Director, Procurement Directorate, U.S. Army Missile Command, Redstone Arsenal, AL; Deputy Commander, Defense Plant Representative Office, Bell Helicopter Textron, Fort Worth, TX; and as Deputy Program Executive Officer for Field Artillery Systems, Picatinny Arsenal, NJ.

BG Bond graduated from Oregon State University with a Bachelor of Science Degree in Business Administration. He earned his Master of Acquisition Management Degree from Florida Institute of Technology. Other education includes the Program Manager's Course at the Defense Systems Management College; Army Command and General Staff College, and the National Defense University's Industrial College of the Armed Forces.

BG Bond is married to the former Kathy LaMordden of North Plains, Oregon, and they have two grown children, Wendy and Karen.

## Richard Chandler Selected to Serve in an AMC FAST Position

By Tony Tolbert

Mr. Richard (Rick) Chandler, Directorate for Research & Engineering, will serve as a Science Advisor member of the AMC Field Assistance in Science and Technology (AMC-FAST) Activity. He will be providing technical advice to the Troop Commander as well as initiate and take action to identify and demonstrate technology that will improve mission performance, operational readiness, safety and cost saving.

Mr. Chandler's overall responsibility as a science advisor is to assist the commander of combat troops in understanding the technical and scientific implications of operational problems.

Mr. Chandler received a promotion to GS-14 upon his selection to the FAST position. The length of his duty is 25 months.



## INCOMING STRICOM CG/NAWCTSD COMMANDER SHARE SAME ALMA

**MATER**



**Captain R. L. "Jay" Hixson**

NAWCTSD welcomed its new Commander Captain R. L. "Jay" Hixson in a Change of Command Ceremony on 29 May 1998. Captain Hixson was raised in Eugene, Oregon. He received a Bachelor of Science Degree in Business and Technology from Oregon State University in 1973, an MBA from Chapman College in 1981, and a Masters Degree in Aeronautical Engineering from the Naval Postgraduate School in 1988. He entered the Navy's Aviation Officer Candidate School in Pensacola, Florida, in July 1973 and was commissioned an Ensign in December 1973. Upon graduation from Basic Flight Training at NAS Pensacola, Florida, and Advanced Jet Training at NAS Brunswick, Georgia, he received his wings as a Naval Flight Officer in June 1974.

Captain Hixson has had numerous operational flying tours, including: as a division officer with VAQ-130 on the USS NIMITZ (CVN-68) and one Mediterranean cruise on USS FORRESTAL (CV-59). He served as a flight instructor with VAQ-129, from January 1982 to July 1984, and made two Western Pacific/Indian Ocean cruises as a Department Head with VAQ-134 on USS CONSTELLATION (CV-64) and USS CARL VINSON (CVN-70). From July 1984 to August 1985, Captain Hixson was Operations Officer on the staff of Commander Medium Attack, Tactical Electronic Warfare Wing, US Pacific Fleet.

Following his graduation from the Naval Postgraduate School in Monterey, CA, Captain Hixson was assigned as Executive Officer of the Naval Avionics Center in Indianapolis, IN where he worked on numerous projects including the Navy's A-12 Program, and special programs directly impacting Operation Desert Storm, in addition to his duties as Executive Officer. In June 1991, Captain Hixson transferred to Washington, D.C., where he was assigned to the AFX Program Office as Deputy Program Manager for Development. He was directly involved in initial planning for the Joint Advanced Strike Technology Program (now the Joint Strike Fighter



NAWCTSD Change of Command Ceremony

Program, where he was Executive Assistant to the Program Director. He then served as the Aeronautical Engineer/Aviation Maintenance Officer Head Detailer and Community Manager, before transferring to the Naval Air Warfare Center Training Systems Division in Orlando, Florida, as Executive Officer, in August 1996.

Captain Hixson is married to the former Karen Wigginton of Lafayette, Indiana. They have two children, Jayson (13) and Holly (10).



**Captain Donald R. Gagnon**

On 29 May 1998, Captain Donald R. Gagnon accepted his new position as Executive Officer, NAWCTSD. He was previously assigned to the Air Systems Command as Director for the Health of Naval Aviation Division and Department Head for Systems Engineering. Captain Gagnon is married to the former Dorothy Wenker of Madison, Connecticut. They reside in Orlando, Florida with their daughter, Jennifer and son, David.

## PM TRADE WELCOMES NEW PROJECT MANAGER IN CHANGE OF COMMAND CEREMONY



**PM TRADE and STRICOM welcome COL Craig B. Hanford in a change of Project Manager Ceremony on 30 June 1998. BG John Geis, STRICOM Commander, officiated at the ceremony, during which the Charter for outgoing PM COL Noble T. Johnson was retired and the new PM Charter for COL Hanford was officially activated.**

COL Craig B. Hanford was born in Washington, D.C. on 4 Sept 1953. He is a graduate of the U.S. Military Academy with a Bachelor of Science degree in General Engineering. In addition, he holds two Master of Science degrees; one in Systems Management from the University of Southern California and another in Information and Computer Science from the Georgia Institute of Technology. His military education includes the Armor Officer Basic and Advanced Courses; Initial Entry Rotary Wing Course; Motor Officer Course; Attack Helicopter Qualification Course; TOW Missile Gunnery Qualification Course; Defense Program Manager Course, DSMC; Command and General Staff College; Armed Forces Staff Officer Course, the Advanced Management Program, IR-MC and the Army War College.

Following graduation from the Academy, COL Hanford was commissioned as a Second Lieutenant in the Cavalry (Armor Branch). He held a variety of positions prior to his appointment as PM TRADE including: service as Platoon Leader, A Troop, 1st Squadron, 9th Cavalry, S-3 Air, 1st Squadron, 9th Cavalry, 1st Cavalry Division; Team Leader and Section Leader, Aeroweapons Platoon, D Troop, 4th Squadron, 7th Cavalry; Plans Officer and Special Assistant to the Commanding General, US Army Aviation Center; Cochran Army Heliport Operations Officer and Operations Officer, Troop, 4th Squadron, 7th Cavalry, 2nd Infantry Division; Chief, Technology

Transfer Office, Directorate of Research and Advanced Technology, Information Systems Concept Office, Information Systems Engineering Command; Software Engineer and Executive Officer, Office of the Program Executive Officer, Standard Army Management Information Systems; Commander, A Company, 4th Battalion, 58th Aviation Regiment, 17th Aviation Brigade, 8th US Army; Chief, Contract Monitoring Section, Joint Operation Planning and Execution System Program Management Office, Defense Communication Agency; Executive Officer, Office of both the Program Executive Officer, Defense Systems Support and the Deputy Director, Defense Information Systems Agency (DISA); Product Manager, Air Combat Training Systems, PM TRADE, STRICOM, US Army Materiel Command and Program Manager, Global Command and Control System/Global Combat Support System, C4 & Intelligence Program Integration Directorate, DISA.

COL Hanford's awards and decorations include the Legion of Merit, Defense Meritorious Service Medal, the Army Meritorious Service Medal with 3 Oak Leaf Clusters, the Army Commendation Medal, the Army Achievement Medal with Oak Leaf Cluster, the National Defense Service Medal with Bronze Star, the Army Service Ribbon, the Overseas Service Ribbon with numeral "3" and the Basic Aviator Badge.

COL Hanford has two children, Craig James Dumas, 14, and Ashley Frances, 13.



# Farewell Luncheon for COL Johnson

by Roger McDaniel

On Thursday, June 25 1998, STRICOM gathered at the Sheraton to roast, toast, and otherwise say goodbye to Colonel Noble T. Johnson, departing Project Manager Training Devices. Mr. Phillip E. Sprinkle, Deputy Project Manager Training Devices, served as Master of Ceremonies. A "Harley Biker" theme for the luncheon quickly turned it into a "you should have been there event."



"Biker Boss" Dave Manning

The Biker Gang stayed in costume and character throughout the remainder of the luncheon.



Front Row: Scott Becker, Logistics; Karen Becker, CSIM; Carol Nichi, Logistics; Dave Howse, Logistics. Back row: John Lahr, Logistics; Kevin Clark, Logistics; Enid Torres, CSIM; Dave Manning, Logistics; Don Ograyensek, Logistics

Following the final skit, COL Johnson addressed the audience. He spoke eloquently of the help, support, and kindness extended to him and his family during his assignment. COL Johnson gave a portion of the message to the luncheon audience, which he would later give in its entirety at the Change of PM Charter Ceremony.

The highlight of the luncheon was provided by the Logistics Directorate. Mr. Dave Manning lead a gang of bikers, complete with "Biker Babes," into the room to the tune of "Bad to the Bone." With costumes so realistic it was hard to tell who was who, the gang paid tribute to COL Johnson, who was often referred to by the bikers as "Our Leader" and the "Exalted One."



The "Exalted One" with Biker Babes



COL Noble T. Johnson

*"I encourage you to continue in the tradition of excellence which has become your hallmark and I implore you never to falter in your dedication and commitment TO THE SOLDIER!"*

Although BG Geis was not able to attend the function, he sent a close look-alike representative to "review the troops" for him. COL Godwin was alerted to the "General's" arrival and quickly called the room to attention. A small troop of "soldiers" led by Stan Carpenter performed drills (stealing from the movie "Stripes") and passed before the reviewing stand for the "General's" approval.



BG Geis Stand-In  
Pat Garmley

## 1998 ITEC-EUROPE IN SWITZERLAND

By Kristy Murray, CA

The 1998 International Training and Education Conference (ITEC) was held in Lausanne, Switzerland April 28-30. As in the past, STRICOM partnered with NAWC-TSD, UCF/IST, the Marines and TSTC.

The ITEC committee emphasized two areas for this year's conference; medical technology and HLA. STRICOM, as part of the Team Florida exhibit, participated in both areas. Teamed with NAWC-TSD, STRICOM engineer Rodney Long demonstrated the interoperability between the Army's ModSAF (DIS) and the Navy's F-14 simulator (HLA) using STRICOM's HLA Gateway as a translator. In addition, a second F-14 simulator at NAWC-TSD in Orlando participated live in the HLA demonstration over a standard phone line. STRICOM also demonstrated the Combat Trauma Patient Simulator (CTPS), a key focal point for the joint exhibit as well as a highlight for the entire conference. Beth Pettit, the Project Director, participated on the medical panel discussing emerging technologies in the medical field. In addition, Traci Jones presented a paper on Dismounted Soldier Simulation, and we met with the representatives from the Czech Republic regarding the possibility of establishing a simulation center in their country.



## Armed Forces Day

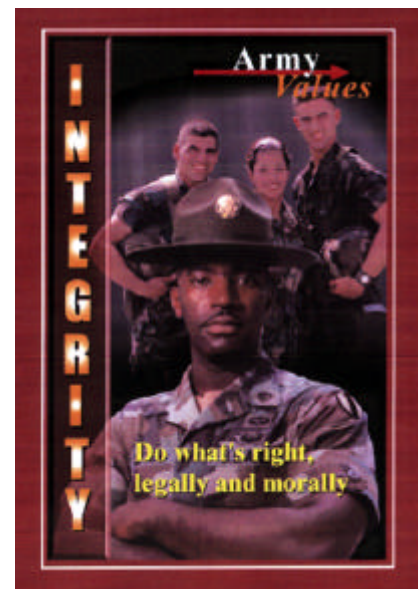
By Mary Trier

On 15 May, STRICOM, NAWC-TSD, AFAMS, JSIMS, the University of Central Florida (UCF), and NDIA hosted the Second Annual Armed Forces Day celebration in Research Park. Congressman John Mica spoke to a group of about 250 who gathered for a breakfast in the UCF Arena. Directly following the breakfast, the attendees visited some 35 exhibits located in the Arena.

STRICOM's exhibit, coordinated by Kristy Murray, CAPO, highlighted the Combat Patient Simulator (CTPS). Beth Pettit, Engineering Directorate, spoke with the Congressman about progress being made on the program. He is particularly interested in the CTPS, having been instrumental in securing funding for the program, which supports testing and training.

In addition to the exhibits, STRICOM opened its doors for its military and industry partners to learn about STRICOM's mission.

As in the past, ITEC 98 was an excellent forum to meet with international industry representatives.







## **TAKE OUR DAUGHTERS AND SONS TO WORK DAY**

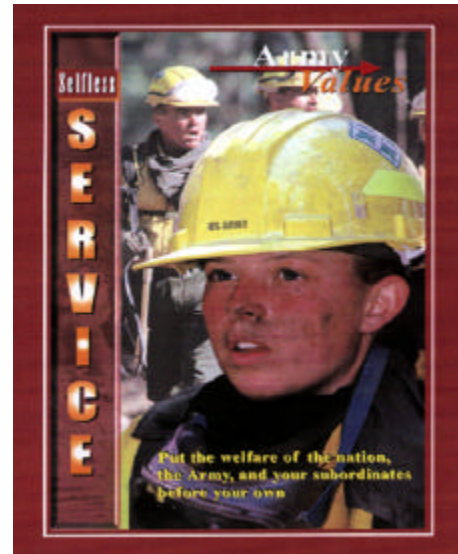
by Mary Jane Herwick

On April 23, 1998, 45 children of STRICOM employees accompanied their parents to work. The purpose of the day was to introduce children of Army employees to an actual work place environment. The event targeted children ranging in age from 9 to 15.

The day consisted of a variety of activities, including a visit to Silicon Graphics for a video demonstration, that intrigued parents and children alike. Following lunch, the group assembled in front of the STRICOM Annex for group pictures and a time of refreshments.

The day culminated with several short and very interesting talks by STRICOM staff, military and civilian. The boys and girls were given an opportunity to ask questions following the talks—and ask questions they did! Staff members fielded some “challenging” questions from these inquisitive young people, including: “Why does the Army paint everything green?” and “Why don’t you paint the bottom of helicopters blue like the sky so they can’t be seen from the ground?” There were several less difficult questions to answer such as: “How much does that simulator cost?” and “Why does my dad have to travel so much?” Answers from staff were often as “interesting” as the questions themselves.

The day closed with the presentation of certificates of Honorary Membership to STRICOM and STRICOM posters and stickers for attendees to take home as a reminder of their “day at work.”



## **Congratulations to Mike Edwards Project Director of the Year**

Mike Edwards, Lead Project Director for the Close Combat Tactical Trainer (CCTT), was named AUSA's Acquisition Person of the Year for 1998. Mr. Edwards served as project director for the CCTT for five years. Under his supervision and leadership, the Army's largest training and simulation program has enjoyed tremendous success. Mike provided supervision and direction for over 150 government and contractor workers in a project team consisting of managers, engineers, logistics, contracts, and site support personnel. He took the CCTT from initial concept to an operational system, which now provides soldiers with effective, efficient, Combined Arms training at Army sites. He has been recognized as an expert in the effective use of Integrated Development Teams and has briefed the concept at DoD levels. In addition to ongoing demands, Mike has taken time to mentor and develop his subordinates, forming an effective team recognized as the world's leading experts in virtual simulation.

STRICOM salutes Mr. Mike Edwards - 1998 PD of the Year!!!



**COL Godwin greets STRICOM Daughters, Sons and Parents**



# *Consideration of Others (CO2) Program*

*By Mary Jane Herwick*

Effective 7 October 1997, "Consideration of Others" became a mandatory program for the Department of the Army. It is patterned after the Military District of Washington's (MDW) "Consideration of Others" program, initiated and developed by Major General Robert F. Foley, Commander of MDW. It is the personification of the 'Golden Rule,' treat others as you would have them treat you." This, said MG Foley, is the essence of consideration of others.

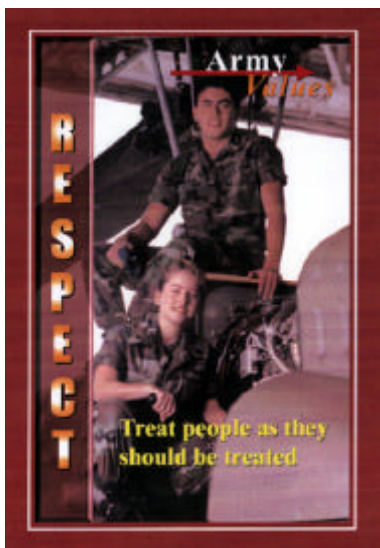
## **Consideration of Others (CO2) is defined as:**

*"Those actions that indicate a sensitivity and regard for the feelings and needs of others and an awareness of the impact of one's own behavior; being supportive of and fair with others."*

CO2 is a systemic program designed to create, maintain and promote an environment of respect and dignity throughout STRICOM. Through

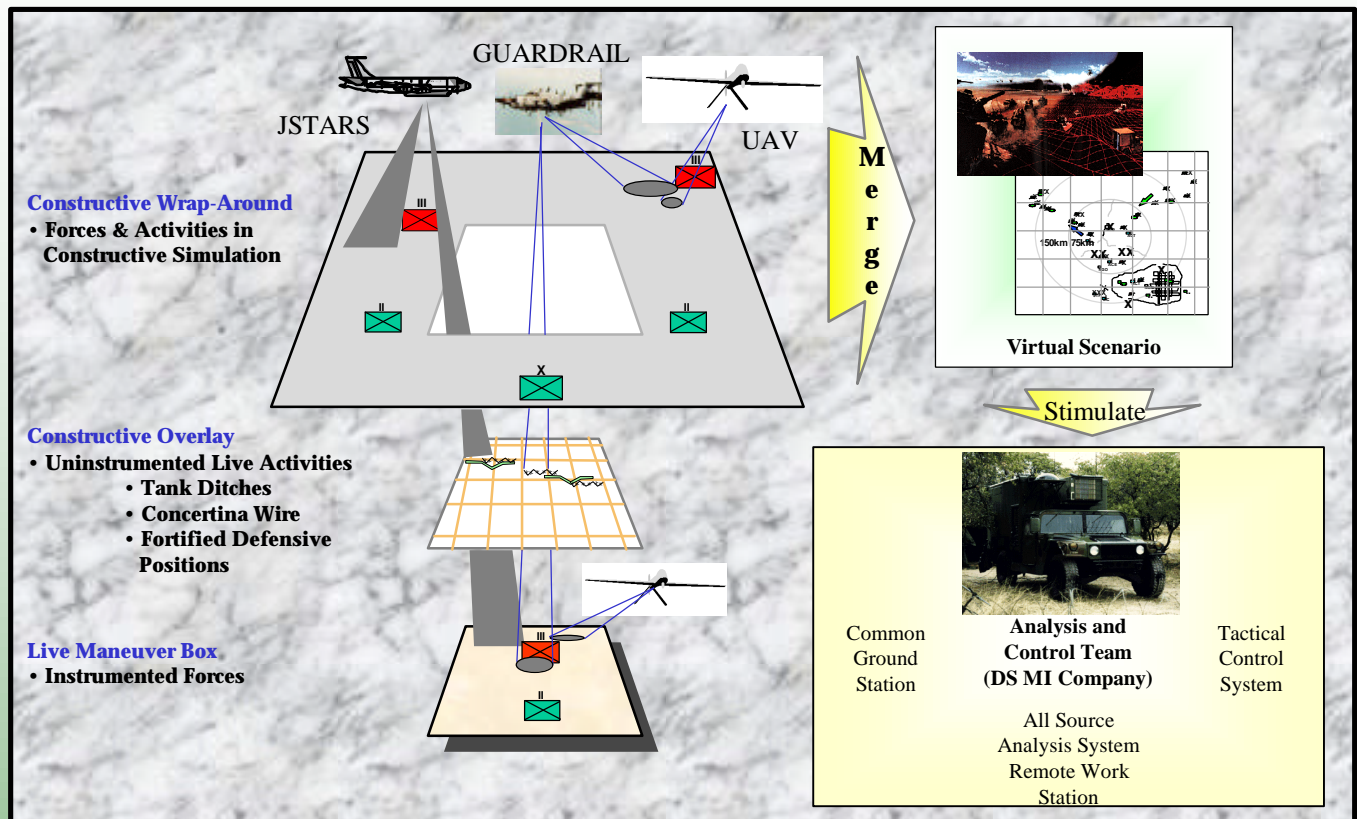
discussion groups, people learn about each other, what actions are considered offensive, share ideas and learn to resolve differences in a caring way. Eight focus areas address issues and concerns key to developing positive organizational character. The focus areas are:

1. Ethical Development-Individual and Organizational
2. American Military Heritage
3. Quality Individual Leadership
4. Team Building
5. Equal Opportunity
6. Gender Issues
7. Family Concerns
8. Health, Safety, and Drug & Alcohol Abuse



An implementation plan for the Consideration of Others program designed specifically to meet STRICOM's needs and concerns received approval from DA on 1 July. The next step is selection of facilitators for training to lead small discussion groups in each of the eight focus areas. Guidelines for nomination and selection of facilitators for CO2 training will be posted in the near future.

# CSTAR Program Awarded \$5.4M Contract



by MAJ Perry Smith, PM ACTS

The Combat Synthetic Training Assessment Range (CSTAR) program awarded a \$5.4M contract to Motorola and Mystech Associates on 7 Jul 98. The contract is for the development, production, and installation of CSTAR at Fort Hood and the National Training Center.

CSTAR is a Warfighting Rapid Acquisition Program (WRAP) designed to fill a battle command training void identified during the Task Force XXI Army Warfighting Experiment in Mar 97. It is the Army's only training WRAP initiative. CSTAR merges live and constructive simulation to create the environment in which brigade commanders, staffs, and operators train on the integration and employment of Intelligence, Surveillance, and Reconnaissance (ISR) capabilities. These capabilities include Unmanned Aerial Vehicles (UAV), JSTARS, and Signals Intelligence. Installation is scheduled for Mar/Apr 99, with full operation by 1 Oct 99.

With a fielding date set for 1 Oct 99, every day involved in the contracting process reduced the time for development and fielding. All forms of acquisition reform were applied to expedite the award. Alpha Contracting, Partnering, and

Integrated Product Teams were used to streamline the development of the Specification and Statement of Work, preparation and evaluation of the contractor's proposal, and award of the contract. Teamwork between the government and the contractors resulted in acceptance of the final technical proposal 35 days from initial meeting. It also allowed the program team to identify risk factors and develop plans to mitigate the risk. The teamwork established early in the program should ensure a close working relationship between government and contractor, open communications, timely resolution of problems, and the fielding of a quality training system to the soldier.

For more information on CSTAR and the WRAP process go to the CSTAR home page at

<http://www.stricom.army.mil/PRODUCTS/CSTAR>.  
(CSTAR Link to Web Site)



## WHAT'S IN A NAME?



By Stan Goodman

Is it PM FAMSIM or PM C4I/SS? Is it PM DIS, PM ADS, or PM WARSIM?? With the change of PM leadership, PM FAMSIM was provisionally changed to PM C4I/SS and will officially stand up under that name on 1 October 98. At the same time, PM ADS, which was formerly known as PM DIS, was provisionally changed to PM WARSIM, which will be official on 1 October 98 also.

With the change in management from LTC Charlie Stevens to LTC Steve Rust, the command provisionally established PM C4I/SS, which was a natural occurrence. It also made sense to provisionally change to PM WARSIM at the same time since PM C4I/SS is under the operational control of PM WARSIM.

If this reorganization is confusing, realignment following is always fun. The OneSAF Program, which was managed and executed by the Engineering Directorate, has now been realigned to PM WARSIM...But does the saga end here? Of course not! Effective 1 July 98 PM CAAN, which was a mainstay of PM DIS and PM ADS, was aligned to PM CATT.

Reprints of this article are available if you can figure out where the author works now.



**PLEASE FORWARD ARTICLES AND PICTURES FOR THE NEXT ISSUE OF THE FORWARD OBSERVER TO MARY JANE HERWICK AND/OR MARY TRIER BY 1 OCTOBER 1998!!**

## EUROSATORY



By Mary Trier

The EUROSATORY, held in Le Bourget, France (near Paris), 2-6 June, is the only international exhibition exclusively dedicated to land defense activities (land and air-land equipment or associated services). Over 700 exhibitors saw more than 37,000 visitors from 140 countries. Over 450 journalist and more than 25 television networks attend the bi-annual show.

The US Army's major success at the EUROSATORY can be directly attributed to STRICOM. Last summer Mr. John Daniele and Ms. Kristy Murray from the Command Analysis and Planning Office were asked to lead the development and production effort for the US Army's exhibit. They drafted a concept, obtained approvals throughout the Army staff, and began production early in the spring of this year. The effort included producing a CD ROM, a video, light boxes, the exhibit structure; and actually assembling and staffing the exhibit for the first time at the EUROSATORY.

As HQ Army Materiel Command's lead spokesperson at the conference, I heard many positive comments from visiting dignitaries like General Gordon Sullivan, President of Association of the United States Army and former Chief of Staff of the Army. General Sullivan said that he was very pleased with the exhibit and hoped the Army would continue to use it in future shows. LTG Dennis Benchoff, then Deputy Commanding General at Army Materiel Command, and MG Larry Smith from United States Army Security Assistance Command (USASAC), were also impressed with the product. And of course, one of my favorites, MG John Michitisch was not surprised with the first class product that STRICOM produced.

## DYNAMIC INFRARED SCENE PROJECTOR (DIRSP)

Integrated Project Team (IPT) Receives  
STAR Award for Project Execution

Congratulations to PM ITTS, IMO, 1998 winner of the Commanding General's STRICOM Team Achievement Recognition (STAR) Award for Project Execution. The award was presented to the Dynamic Infrared Scene Projector (DIRSP), PM ITTS Project Director, Mr. Henry M. Lastra.

The DIRSP provides state-of-the-art test instrumentation technology capable of supporting the U.S. Army second generation Forward Looking Infrared (FLIR) technology under test. It provides enhanced modeling, simulation and test capabilities, which will revolutionize and redefine current methods used to evaluate controlled, and complex dynamic scenarios.



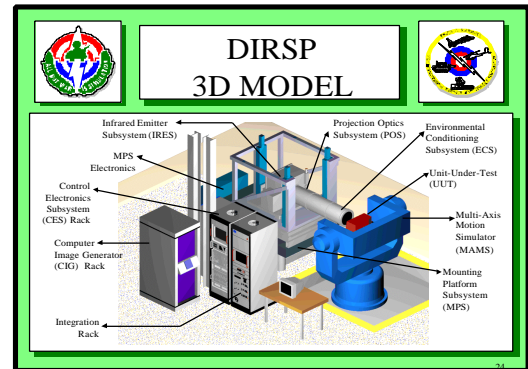
Pictured Left to Right: Front row – Michael Minor, Cathy Desrosiers, Cisca Vuong, Ginger Rosacia; Back row – Gar Leung, Dennis Wash, Coathang Nguyen, Scott Becker, Joanne Byrd, Michael Willoughby

The DIRSP is used to test and evaluate electro-optical sensors and imaging infrared systems. under repeatable, multiple targets, clutter, and countermeasures while exposed to extreme temperature environments.

Mission Research Corp. (MRC), Santa Barbara, CA is developing the DIRSP. The project is currently in acquisition phase II, engineering and manufacturing development (EMD). U.S. Army Test and Evaluation

Command (TECOM), will field DIRSP at Redstone Test Technical Center, Redstone Arsenal, AL.

DIRSP received the STAR Award based on use of Integrated Product Teams (IPTs) throughout the acquisition process; program execution; optimization of resources; application of Cost as an Independent Variable (CAIV); and other acquisition management and reform principles



### DIRSP Team Members

Henry Lastra, Project Director, STRICOM  
Eddie Burroughs, Technical Director, Redstone  
Francisca Vuong, Systems Engineer, STRICOM  
Coathang Nguyen, Test Engineer, STRICOM  
Gar Leung, Software Engineer, STRICOM  
Don Hotz, Quality Assurance, STRICOM  
Michael Willoughby Safety Engineer, STRICOM  
Scott Becker, Logistics, STRICOM  
Ivette Feliciano, Cost Analyst, STRICOM  
Joanne Byrd, Contracting Officer, STRICOM  
Clara McIntosh, Program Analyst, STRICOM  
Cathy Desrosiers, Contract Specialist, STRICOM  
Dennis Wash, Data Management, STRICOM  
Ginger Rosacia, Contract Specialist, NAWCTSD  
Richard Brown, Electronics Engineer, RTTC  
Richard Comacho, ACCO, Contract Admin., DCMC

### HONORABLE MENTION

Contract Execution Award: JRTC-MOUT  
Project Execution Award: FSS & TWGSS/PGS

## COMMANDING GENERAL'S STAR AWARDS - What are STAR AWARDS?

The STAR (STRICOM Team Achievement Recognition) Awards are presented for significant Team achievements towards Acquisition Excellence. Established by the Commanding General, STRICOM, its purpose is to recognize collective Integrated Product Team (IPTs) efforts. Joint government and industry teams are considered IPTs for purpose of the STAR Award. All STRICOM acquisition programs, including systems acquisitions, services acquisitions (ACT II and SBIR programs) and families of acquisitions are eligible. Two award categories are established: Contract Execution and Project Execution. IPTs awarding contracts in the preceding 12 months are eligible for the Contract Execution category,, All IPTs managing STRICOM projects are eligible for the Project Execution category.

## FFTS RECEIVES STAR AWARD FOR CONTRACT EXECUTION



**BG Geis presents STAR Award to Fire Fighting Training Systems (FFTS) IPT**  
 Pictured left to right: Ray Fegal, Alexander Fernandez , BG Geis, Raul Ley-Soto ,  
 Robert Kupke, Terry Gottler, and Bruce Baddeley

The Fire Fighting Training System (FFTS) Integrated Product Team (IPT), lead by Project Director Raul Ley-Soto, accepts the well deserved STRICOM Team Achievement Award (STAR) for Contract Execution. The FFTS are state-of-the-art training systems that safely replicate flames, heat and reduced visibility to train the fire fighting techniques.

The FFTS IPT, through use of efficient market research techniques, accomplished source selection in record time. The IPT used a Performance Risk Assessment Group (PRAG) team to assess the past performance of the offerors. Past Performance was considered to be essential in the selection of a successful contractor as none of the offerors had prior business with STRICOM and little prior Federal government business.

The team minimized internal resource expenditures by making an early assessment of their strengths and weaknesses and determined that additional team members would not justify the expense. The FFTS program adhered to its Program Baseline since its Milestone III Decision in November 1997. As a result of competitive pricing, the team was able to acquire three systems more than anticipated by the user.

The Fire Fighting Training System IPT is the epitome of cohesive teamwork and acquisition reform striving toward the goal of reduced life cycle costs. The team fully embraced all tenets of acquisition reform with strong emphasis on reducing life cycle ownership costs.

### FFTS IPT Team Members

Raul Ley-Soto, Project Director, STRICOM	Alexander Fernandez, Project Engineer, NAWC-TSD
Terry Gotter, Contract Specialist, STRICOM	Robert Kupke, Facility Engineer, NAWC-TSD
Bruce Baddeley, Logistics Manager, STRICOM	

## NOMINEES FOR 1998 STAR AWARDS

### PROJECT EXECUTION:

<ul style="list-style-type: none"> <li>•DIRSP</li> <li>•AC3</li> <li>•WSMR-FSS</li> <li>•TSPP</li> <li>•HOKUM-X</li> <li>•GMT</li> </ul>	<ul style="list-style-type: none"> <li>TWGSS/PGS</li> <li>AGES II</li> <li>WARSIM 2000</li> <li>ARNG JAMUS</li> <li>MILES 2000</li> </ul>
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### CONTRACT EXECUTION:

- FFTS
- JRTC-MOUT



## DASH-TWO LOOKS AT WAYS TO KEEP NAVY EXCHANGE IN ORLANDO AREA

by Jean Burmester, SGS

The DASH-TWO, a group comprised of Executive Officers from each service who meet monthly, centers its attention on topics affecting military and civilian employees working in the Orlando area. The fate of the Navy Exchange was one of these issues. The group met with Navy Exchange staff to see what could be done to keep Exchange support in the Orlando area. Not having an independent budget to influence the transaction, the Navy Exchange's fate rested with the Orlando mayor and Navy Exchange Headquarters.

As a result of efforts of many interested parties throughout the community, employees of the store, and some 80,000 military personnel, retirees, and their families applauded the news that the Navy Exchange will remain open. The Exchange is moving to a new location near Orlando International Airport by next spring. According to *Orlando Sentinel* staff reporter Kevin Spear in his June 20, 1998, article:

"Under an agreement between Orlando Mayor Glenda Hood and Admiral Paul Soderberg of Navy Exchange Headquarters in Virginia Beach, VA, the exchange will have a rent-free lease for 10 years. After seven years, the city and the Navy Exchange system will consider whether to extend the lease. The Navy will renovate the aging commissary near Orlando International Airport with \$4.5M from nationwide exchange-system profits. It will be renovated and open by the time the existing exchange closes next spring"

The most recent updates to the resolution of the exchange's future indicates the following tentative plans. Much of the ability to meet various dates depends on the variety of contractors to provide necessary support.

Under current schedules, the NTC PX (Main) must be clear of its current building by 30 April 1999. Consequently, it will close or about 29 Mar 99. Other piece parts of the Exchange will close on the following dates: laundry/18 Dec 98; auto bays/4 Jan 99; leisure/outdoor/garden - 15 Jan 99.

On the positive side, the Exchange takes control of the Commissary building on 2 Jan 99. The plan is to keep the front position open for grocery items while the rear is renovated as the grocery area. Discussions are underway with Commissary officials to have them maintain the grocery line under Exchange Management. This option is possible but not probable. As an alternative, the Exchange will run the grocery at cost plus 9% (compared to commissary - cost plus 5%, or their PX current rate of cost plus 15%). Once the back/grocery renovation is complete, contractors will renovate the front half for Exchange services. The plan calls for completion by 24 Apr 99, with opening set for 1 May 99.

Additional plans will move items currently sold through the Convenience Store to the Main Exchange, followed by renovation of the Convenience Store into a garden/leisure outlet. Also located in the main exchange will be a

barber/beauty shop, pharmacy support (per the current arrangement), a tours and travel facility; and, hopefully, ID card renewal. The last addition will be a diner/cafeteria along the east side of the building. Hopes are all construction and opening will be complete by 15 Jun 99.

This was one of many topics of discussion for DASH-TWO. Other recent topics include: Team Orlando Web Page development; Armed Forces Week; merging of the quick reference and the reference library; the World gym contract (the cost is shared by all services); CWRA and sport challenges; TRICARE service; Cultural Diversity Observance; QDR reductions; and, NTC closure and the possibility of obtaining gym equipment and ice machines.

If you have any topics you would like to submit for possible discussion at the DASH-TWO meeting, please E-mail the information to COL Godwin or Jean Burmester.

## Submission of Information for the STRICOM WEB Site

By Joe Baldauf

STRICOM's web site is our window to the world! In addition to facilitating efficient and rapid communication exchange, the STRICOM site provides our customers or potential customers and business partners with up-to-date information about our products. To facilitate the management of our web site, STRICOM established an Integrated Product Team (IPT) that meets monthly. Each office has a representative on the IPT. The IPT members serve as point of contact for their specific Project Management Office or Directorate for receiving and processing information destined for the STRICOM web site. Once the Project Manager or Director (or their appointed representative) clears the information, the IPT member submits the material to the Web technical managers, security and public affairs for clearance and publication.

The originator ensures all data and pointers are accurate and that any references are creditable and releasable. The originator must also be sensitive to copyright laws and procurement sensitive information.

The IPT member is the action agent for getting your information published on the STRICOM site. The member will assist and advise the information originator, and follow the information throughout the approval process until it is placed on the web site. He/she also monitors the files of their directorate/project manager and ensures the information is current. A list of the IPT members is available on the web at:

<http://intranet.stricom.army.mil/IPT/www/wwwpoc.htm>

The duties of the WWW IPT members are to ensure uniformity and correctness in the process of maintaining the WEB site, as well as monitor the process to facilitate accurate and timely postings. The charter for the WWW-IPT's located at:

<http://intranet.stricom.army.mil/IPT/www/wcharter.html>

# CAREER SERVICE AWARDS FOR 1998

## 10 YEARS

Lorraine C. Castillo - IMO  
Tuan Nguyen - EC  
Alesya M. Paschal - ED  
Teresita M. Sotomayor - ET  
Claude D. Rushing -EV

## 15 YEARS

Ivette Feliciano - RC  
Dennis J. Kriha - CSI  
Henry A. Marshall - EA  
Robert S. Parrish - EV  
Mildred K. Klein-C  
Glenn R. Daens - LA  
Clara M. McIntosh - PM ITTS  
Mary W. Trier - CSA  
Michael G. Younce - LV  
Jean H. Burmester - CSA  
Mary A. Gregory - PM TRADE  
Rose M. Phillips - RV

## 20 YEARS

Judy T. Murphy - LC  
Joseph J. Baldauf -EL  
Terri L. Ferguson - ACE  
Bonnie S. Hirtle - PM CATT  
Eileen B. Sturm -RF  
Williams C. Youmans - PM ITTS  
Thomas M. Sanders - PM TRADE  
William A. Blanding-CA

## 25 YEARS

Bryant E. Lafoy - ED  
James R. Farr - AC  
Keith H. Gardner - EO  
Corbett D. Myers - LS  
Dianne L. Parrish - LR  
Patricia C. Powers - ACA  
Milton K. Brookins  
Judi J. Willis - ACE

## 30 YEARS

\*Gary R. Whiteaker - LL  
\*Harry V. Brann -LC  
Carl R. Driskell- E

\*Will be presented at the next Award Ceremony

## 40 YEARS

Lester P. Rieger - EL



## Q&As from Commander's Call 30-31 March 1998

BG Geis conducted the 30-31 March 1998 Commander's Call in four two-hour sessions. Below are the most commonly asked questions posed to BG Geis during the Commander's Call. Answers are based on information updated through 15 Jul 98.

### 1. QDR REDUCTIONS:

A. Question: Why do people talk of taking QDR actions in FY00. Aren't the cuts to be taken in FY01?

Answer: *To execute any reductions early in FY01, all paperwork would be initiated in FY00.*

B. Question: Will our command be reduced by 96 people? If so, knowing there will be 96 cuts in FY01, why is the command still hiring?

Answer: *DA has not determined what the exact number is. Our POM budget has been reduced with the expectation of losing 96 people in FY01. It is critical for the command to retain an influx of high quality talent and remain staffed so we do not take cuts from a lower baseline. We will closely scrutinize every vacancy that we fill.*

C. Question: What choices are there on how cuts will be taken?

Answer: *We are looking at all options. I am focusing on the "most efficient organization" to help determine where to make the cuts. My fundamental question is how to restructure STRICOM to most efficiently meet mission requirements. Below are eight sub-problems the ESC has been answering these last few weeks. I plan on sharing the results, to date, with you at my next Commander's Call on 14 August. As you know, we are in turbulent times right now; and, unfortunately, I do not receive much lead-time on my suspenses. I appreciate your support in answering these short suspenses.*

Sub-problem 1: *To identify on-going and future work efforts (Programs/Products, Services and Infrastructure).*

Sub-problem 2: *To categorize work efforts as either Programs (Programs/Products and Programs/Services) or Infrastructure.*

Sub-problem 3: *To prioritize Programs and Infrastructure work efforts separately and collectively.*

Sub-problem 4: *To "right size" Programs to obtain resource efficiency and work effort effectiveness ("optimal" #WYs, #People, apply "skill mix" formula, and "service mix").*

Sub-problem 5: *To "right size" Infrastructure support to minimize resource expenditures (optimal #WYs, #People, "skill mix", and "service mix") (size of the Headquarters).*

Sub Problem 6: *To determine the organizational structure that provides appropriate oversight, visibility, responsibility, and accountability for work efforts without increasing Infrastructure.*



# Q&As from Commander's Call

## 30-31 March 1998 (Continued)

Sub-problem 7: To allocate TDA resources by TDA position to Programs and Infrastructure.

Sub-problem 8: To identify the method to execute the reduction of the identified 96 civilian or more TDA spaces.

### 2. PAY BANDS

Question: Under the Civilian Personnel Laboratory Demonstration Project (Lab Demo) guidelines, how will going to pay bands instead of step increases change employee compensation?

Answer: *Employees will not receive step increases under Lab Demo guidelines. Pay bands combine pay ranges of two or more grades, giving managers more flexibility in the assignment of work. Project Managers and Directors will establish performance standards and employee compensation within the pay band structure on an individual basis. Please see the Human Resources homepage for more detailed information. Additionally, there will be a comprehensive Lab Demo video available in August to explain this project in more detail.*

### 3. COMMANDER'S SUGGESTION BOX

Question: Who monitors the Commander's suggestion box to ensure a reply is provided?

Answer: *I am the only one who views these. I reply directly; or, if necessary, forward the item to someone on my staff for assistance in researching an answer. Either way you should receive an answer on the status within a week. Many suggestions I received in the past were forwarded to the various directorates for use in streamlining our operation. Suggestions requiring assistance are now tracked to ensure a timely response. When I receive comments anonymously I will try to reply via the Forward Observer if appropriate.*

### 4. VERA/VSIP SURVEYS

Question: Will the VERA/VSIP survey results be published, and when will these be offered?

Answer: *The Executive Steering Committee (ESC) will review the VERA/VSIP surveys for planning purposes only. If the ESC determines these programs are necessary and available, the Committee will notify all employees on how and when to submit applications.*

# ***CWRA ANNUAL PICNIC “THE BEST EVER”***



This years CWRA Picnic was a hit for all who attended. Although the heat index was extremely high, it did not deter the day's planned activities. Children and adults enjoyed games, sports, water fun, and some great food. As always the karaoke contest was a hit, the children had much to keep them busy, and adults tried to stay cool in the shade.

Golf, horseshoe, and volleyball competitions captured many of our rank and file.

The 1998 CWRA Picnic was deemed “the best ever.”





# ***SPORTS & FITNESS HIGHLIGHTS***

By Gary Ashland

## **GOLF CHAMPIONS EMERGE**

The SHAPE Golf Club's Spring Season 1998 has concluded. The full season ran for eleven consecutive weeks, without being rained out once. The Spring league boasted 22 full time players and 12 alternates. From this amazing field of golfers our champions emerged. Tied for third place were the teams of Ann White/Nita Gout and Bob Dixon/Bob Voltz. Alone in second place were Dennis Jones/Bob Havicon. And atop the leader board at the end of play, our club champions are Tim Whalen/Donnie Martello. We finished the season with trophies, hot wings and beer at Frogger's. The Summer Season has just started with an even bigger field of players. If you want to play there is always a place for 'alternates.' To join contact Rob Forbis, 384-3884.



Pictured from left to right: Terry Clark, Raymond Shepherd, Tim Whalen, Jean Chlastawa, Dennis Jones, Nita Gout,, Ann White, John Foster, Sue Griesemer, Bob Havicon

## **ON-SITE VOLLEYBALL**

If you are interested in joining on-site volleyball fun, contact SHAPE volleyball coordinator: Mike Singer, 384-3993. Volleyballs are available for check out from CWRA Ship Store, deFlorez room 1054B, Tuesday and Thursday 1130-1300.

## **MOTIVATIONAL FITNESS FAIR**

This free SHAPE event will be on Tuesday, 4 Aug 98, 1000-1400 hours in deFlorez Conference Room 1041. The intent of this event is to encourage all employees to get motivated into a regular exercise routine. World Gym and Crosby Wellness Center (both offer center employees discount memberships) will be here to provide details of their facilities and programs. World Gym will provide free body fat measurements. CWRA will be providing free refreshments. Smoothie King will be providing free samples of their nutritional vitamin drink. Florida College of Natural Health will provide muscle therapy demonstrations. You even have a chance to **WIN** a free prize!! Events subject to change.

## **SOFTBALL SEASON DELAYED**

Our SHAPE Softball season will be delayed until 11 Sep 98. The official games will be on the University of Central Florida (UCF) Softball fields.

## **WORLD GYM OPEN HOUSE**

On Monday, 31 Aug 98, all Center employees and their families (including support contractors) are welcome to go to the World Gym locations in Winter Park or Oviedo at **no cost**. During this one day Open House, World Gym will be offering to all attendees the regular special discounted SHAPE "family add-on" pricing. Bring your Center ID card with you for proof of employment. This special "family add-on" pricing is in effect everyday for all family members of our Center's Government employees.

Further details can be obtained at our Motivational Fitness Fair on 4 Aug 98; or contact: Carl Spera at Winter Park location, 679-0778 or Doug Lynn at Oviedo location, 365-8444.

**[SHAPE Get in SHAPE - Read the Shape Web Page](#)**



# Hail and Farewell

## MILITARY ARRIVALS SINCE FEBRUARY 1998

COL Hanford - PM TRADE  
LTC Fierko - PM ITTS-I  
MAJ Campbell - WARSIM  
MAJ Guerra - PM CATT  
MAJ Iddins - PM GCTS  
MAJ Thurgood - PM ACTS-  
CPT Stroyan - PM CATT  
CPT Kane - PM C4I/SS  
MSG Cruzmarrero - CSA  
SGT Dela Cruz - CSA

## MILITARY DEPARTURES SINCE FEBRUARY 1998

COL Johnson	MAJ Jerome
LTC Briggs	MAJ Jones
LTC Fagan	MAJ Kidd
LTC Kessinger	MAJ Koster
LTC Kiley	MAJ Mervin
LTC Powell	MAJ Mulvehill
MAJ Billington	MAJ Peterson
MAJ Browning	MAJ Platt
MAJ Bullington	MAJ Ramsey
MAJ Haszard	MSG Quinata
	CPL McIntyre

## CIVILIAN ARRIVALS SINCE FEBRUARY 1998

McArthur Baker - LA	Larry Knapp - LC
Angela Chang - EA	Sheril Leroy - PM TRADE
Teresa Cuniff - RS	Olive Lynch - ET
Julio Delacruz - LR	Douglas Owens - LA
Frank Duke - LV	Howard Rhodes - ACC
Lauren Goodman - ES	Sandra Ritzer - PM TRADE
James Grosse - ED	Zelma Rivera - PM ITTS
Jo Ann Hathaway - R	Hoaang Tran - ED
Mary Jane Herwick - CSA	Edward Wahl - ET
Craig Janisz - PM ITTS	Kristina Wright - RS

## CIVILIAN DEPARTURES SINCE FEBRUARY 1998

Mike Baranack  
Candy Barrows  
Doug Bishop  
Sula Bollinger  
James R. Cruthers  
John Eldridge  
Anthony Marton  
Teresa Ortiz  
Dianne Parrish  
Ben Paz  
Deborah Williams

# UPCOMING EVENTS

S T R I C O M



## August

**14 August - Commander's Call**  
**0800 - 1100 Hours**  
**Visual Arts Center, UCF**

**28 August - JSIMS Change of Command**

## September

**15 September - STRICOM Change of Command**  
**1400 Hours**  
**UCF Arena**

## October

**12-14 October - AUSA Annual Meeting**  
**Washington, D.C.**

**16 October - Hail & Farewell (PM CATT)**

## November

**30 Nov - 3 Dec - I/ITSEC**



Commanding General  
BG John P. Geis

Deputy to the Commander  
James M. Skurka

Chief of Staff  
Colonel James B. Godwin

Secretary to the General Staff  
Jean H. Burmester

Co-Editors  
Mary W. Trier  
Mary Jane Herwick

Graphics and Design  
Dwain Fletcher Company

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We welcome your articles and ideas on STRICOM projects, people and events. You may submit articles for publication by email to Mary Jane Herwick or Mary Trier.

**TARGET DATE FOR  
THE NEXT  
PUBLICATION IS:  
1 NOVEMBER 1998**

## REMEMBERING HOLLY LYNN



Holly Lynn - 1949 - 1998

by Mary Trier

Many co-workers will touch our lives during our careers. Holly Lynn came to PM TRADE in 1989. She made an impact on many of us here at STRICOM. Holly passed away on June 7th at the age of 49. It seems only fitting that we should pay tribute to her in this issue of the *Forward Observer*.

Holly was what most would call a free spirit. Those of us who knew her appreciated her good disposition and love of nature. It was not unheard of for Holly to take off for a weekend to camp on the beach just to enjoy a beautiful sunset or sunrise. She was an avid photographer whose pictures focused on nature and the beauty of her surroundings. Some STRICOM employees still enjoy a few of her photographs that are displayed around the command.

Holly worked as a secretary in PM GCTS, the former Management Directorate, PM TRADE, and PM DIS. She was diagnosed with Multiple Sclerosis in 1992 and took a medical retirement in 1996. In December 1997, she was diagnosed with cancer of the lungs.

I found the following paragraph on Holly's web site. It gives a good insight into her personal thoughts and beliefs.

*"As you journey down your path in life, with all the twists and turns, keep in mind that this body you inhabit is only a temporary home. We are like a spinning coin rolling on toward eternity, one side human and earthbound and the other of the world beyond. So actually, we never die, we only change sides."*

Good-bye Holly. Roll on.